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MONTANA
PREVAILING WAGE
SERVICES OCCUPATIONS
Effective July 1, 1997

Published by the Montana Department of Labor and Industry
Research and Analysis Bureau

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MONTANA PREVAILING WAGE REQUIREMENTS

The Commissioner of the Department of Labor and Industry, in accordance with Sections 18-2-401 and 18-2-402 of the Montana Code Annotated, has determined the standard prevailing rate of wages for the occupations listed in this publication.

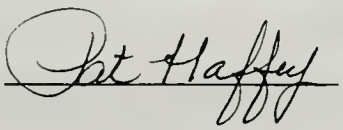
The wages specified herein control the prevailing rate of wages for the purposes of 18-2-401, et seq., Montana Code Annotated. It is required that each employer pay, as a minimum, the rate of wages, including fringe benefits for health and welfare, pension contributions, vacation, training, travel allowance, and per diem applicable to the district in which the work is being performed, as provided in the attached wage determinations.

A. Date of Publication: July 1, 1997

B. Assistance

To obtain copies of the prevailing wage schedules, please contact the Research and Analysis Bureau at (800) 541-3904 or TDD (406) 444-0532.

For information relating to public works projects and payment of prevailing wage rates, please contact the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.



PAT HAFFEY
Commissioner
Department of Labor and Industry
State of Montana

C. Definition of Services Occupations

For the purposes of Prevailing Wage, the Commissioner of Labor and Industry has determined that services occupations are defined to be those performed by a person engaged in a recognized trade or craft, or any skilled, semi-skilled, or unskilled manual labor related to the maintenance, repair, or construction of a public building or facility, and does not include engineering, superintendence, management, office, or clerical work.

D. Prevailing Wage Schedule

Employers are surveyed biennially to determine prevailing wage rates for services occupations. This publication covers only services occupations. Heavy and highway industry rates are contained in a separate publication. Building construction occupations are surveyed in alternate years and current rates are contained in a publication dated July 1, 1996. All of these rates will remain in effect until superseded by a more current

publication.

E. Fringe Benefits

Section 18-2-412 of the wage and hour laws states that:

> "a contractor or subcontractor may: (a) pay the amount of fringe benefits and the basic hourly rate of pay that is part of the standard prevailing rate of wages directly to the worker or employee in cash;
>
> (b) make an irrevocable contribution to a trustee or a third person pursuant to a fringe benefit fund, plan, or program that meets the requirements of the Employee Retirement Income Security Act of 1974 or that is a bona fide program approved by the United States department of labor; or
>
> (c) make payments using any combination of methods set forth in subsections (1)(a) and (1)(b) so that the aggregate of payments and contributions is not less than the standard prevailing rate of wages, including fringe benefits for health and welfare and pension contributions that meet the requirements of the Employee Retirement Income Security Act of 1974, travel, or other bona fide programs approved by the United States department of labor, that is applicable to the district for the particular type of work being performed.
>
> (2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income Security Act of 1974 or that are approved by the United States department of labor."

Vacation benefit amounts are included in the prevailing wage rate for services occupations. Vacation can be deducted from the wage rate, after taxes, provided the employer is signatory to a collective bargaining agreement which contains a vacation fund and the benefit is then paid into the fund. If an employer is not signatory to a collectively bargained agreement, the employer must pay the full prevailing wage amount with no deduction for vacation.

Other fringe benefits specified (health and welfare, pension, and apprenticeship training) are to be paid in addition to the prevailing wage rates. For services occupations, there are no travel or per diem rates.

Vacation, health and welfare, pension, and apprenticeship training benefits are not to be considered a part of the hourly rate of pay for overtime purposes unless there is a collectively bargained agreement in effect that specifies that fringe benefits are to be computed on an hours-paid basis.

F. Prevailing Wage Districts

Montana counties are aggregated into ten districts for the purpose of prevailing wage. A map showing these districts follows:

G. Computing Travel Benefits

Travel pay, for the purposes of public works projects, shall be determined by measuring the road miles over the shortest practical maintained route from the county courthouse of the following cities or the employee's home, whichever is closer, to the center of the job. Each city shall be considered the point of origin only for jobs within that district (as shown below):

District 1 - Kalispell: includes Flathead, Lake, Lincoln, and Sanders counties
District 2 - Missoula: includes Mineral, Missoula, and Ravalli counties
District 3 - Butte: includes Beaverhead, Deer Lodge, Granite, Madison, Powell, and Silver Bow counties
District 4 - Great Falls: includes Blaine, Cascade, Chouteau, Glacier, Hill, Liberty, Pondera, Teton, and Toole counties
District 5 - Helena: includes Broadwater, Jefferson, Lewis and Clark, and Meagher counties
District 6 - Bozeman: includes Gallatin, Park, and Sweetgrass counties
District 7 - Lewistown: includes Fergus, Golden Valley, Judith Basin, Musselshell, Petroleum, and Wheatland counties
District 8 - Billings: includes Big Horn, Carbon, Rosebud, Stillwater, Treasure, and Yellowstone counties
District 9 - Glasgow: includes Daniels, Garfield, McCone, Phillips, Richland, Roosevelt, Sheridan, and Valley counties
District 10 - Miles City: includes Carter, Custer, Dawson, Fallon, Prairie, Powder River, and Wibaux counties

H. Apprentices

Wage rates for apprentices registered in approved federal or state apprenticeship programs are contained in those programs. However, apprentices not registered in approved federal or state apprenticeship programs will be paid the prevailing wage rate when working on a public works contract.

I. Posting Notice of Prevailing Wages

Section 18-2-406, Montana Code Annotated, provides that contractors, subcontractors, and employers who are performing work or providing services under public works contracts as provided in this part shall post in a prominent and accessible site on the project or work area, not later than the first day of work, a legible statement of all wages to be paid to the employees on such site or work area.

J. Employment Preference

Section 18-2-403, Montana Code Annotated requires contractors to give preference to the employment of bona fide Montana residents in the performance of work on public works contracts.

K. Services Occupations

Appliance Service Representative - D.O.T. 827.261-010
Installs, services, and repairs stoves, refrigerators, dishwashing machines, and other electrical household or commercial appliances using hand tools and test equipment.

Cleaner/Janitor - D.O.T. 381.687-014
Keeps premises of office buildings, apartment houses, or other commercial or institutional buildings in clean and orderly condition.

Cook - D.O.T. 315.361-010
Prepares and cooks foodstuffs in quantities according to menu and number of persons to be served.

Electronics Mechanic, Computer - D.O.T. 828.261-022
Repairs electronic equipment such as computers, and peripheral equipment such as monitors, printers, tape drives, and disk drives.

Food Service Worker - D.O.T. 311.677-018
Performs a variety of duties to facilitate food service: serves and replenishes food, helps to deliver food trays, cleans and sanitizes work states, counters, steam tables, and other equipment, and lifts and moves supplies, equipment, and food.

Forest Worker - D.O.T. 452.687-010
Performs a variety of tasks involved in reforesting and protecting timber tracts and maintaining forest facilities, such as roads and campsites.

Garbage Collector - D.O.T. 955.687-022
Collects refuse on designated truck route within municipality and dumps refuse from containers onto truck.

Groundskeeper - D.O.T. 406.684-014
Maintains grounds of industrial, commercial, or public property performing a combination of tasks including lawn mowing, trimming, fertilizing, watering, and general maintenance.

Janitor-Building Maintenance - D.O.T. 382.664-010
Keeps office buildings and commercial establishments in clean and orderly condition by sweeping, mopping, painting, and scrubbing. May perform maintenance and repair duties as necessary.

Janitorial Services Supervisor - D.O.T. 381.137-010
Supervises and coordinates the activities of workers engaged in janitorial duties.

Material Handler - D.O.T. 929.687-030
Loads, unloads, and moves materials within or near plant, yard, or worksite either by hand or using mechanical means. This occupation does not apply to the construction industry.

Mechanic, Automotive - D.O.T. 620.261-010
Repairs and overhauls automobiles, buses, trucks, and other automotive vehicles.

Mechanic, Construction Equipment - D.O.T. 620.261-022
Analyzes malfunctions and repairs, rebuilds, and maintains construction equipment..

Office Machine Servicer - D.O.T. 633.281-018
Repairs and services office machines, such as adding, accounting, calculating machines, and typewriters.

Security Guard - D.O.T. 372.667-034
Guards industrial or commercial property against fire, theft, vandalism, and illegal entry.

Snow-Plow Operator, Truck - D.O.T. 899.684-014
Drives truck or tractor equipped with snow-removal equipment.

MONTANA
PREVAILING WAGE RATES
BY OCCUPATION

Appliance Service Representative:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$10.68	$0.00	$0.00	$0.00	$0.00
District 2	10.28 **	0.00	0.00	0.00	0.00
District 3	10.28 **	0.00	0.00	0.00	0.00
District 4	10.83	0.72	0.00	0.38	0.00
District 5	10.28 **	0.00	0.00	0.00	0.00
District 6	10.97	0.00	0.00	0.00	0.00
District 7	10.28 **	0.00	0.00	0.00	0.00
District 8	9.50	0.00	0.00	0.41	0.00
District 9	10.28 **	0.00	0.00	0.00	0.00
District 10	10.28 **	0.00	0.00	0.00	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Cleaner/Janitor:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$8.34	$1.51	$0.56	$0.49	$0.00
District 2	7.21	1.35	0.44	0.38	0.00
District 3	7.26	1.21 **	0.52 **	0.35	0.00
District 4	8.34	0.83	0.63	0.52	0.00
District 5	6.87	0.77	0.52 **	0.43 **	0.00
District 6	8.30	1.43	0.58	0.46	0.00
District 7	6.09	0.72	0.52 **	0.25	0.00
District 8	6.60	1.35	0.45	0.39	0.00
District 9	7.34	1.21 **	0.52 **	0.44	0.00
District 10	5.70	1.18	0.52 **	0.30	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Cook:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$8.14	$1.38	$0.51	$0.52	$0.00
District 2	7.82	1.49	0.44	0.47	0.00
District 3	7.38	0.73	0.42	0.39	0.00
District 4	8.15	1.23	0.49 **	0.51	0.00
District 5	7.96	0.86	0.64	0.42	0.00
District 6	8.19	1.47	0.58	0.51	0.00
District 7	8.74	1.17	0.41	0.57	0.00
District 8	7.78	1.50	0.42	0.53	0.00
District 9	7.71	1.28	0.49 **	0.47	0.00
District 10	7.59	1.61	0.39	0.44	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Electronics Mechanic, Computer:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$10.63 **	$0.00	$0.00	$0.45 **	$0.00
District 2	11.15	0.00	0.00	0.41	0.00
District 3	10.63 **	0.00	0.00	0.45 **	0.00
District 4	10.76	0.00	0.00	0.63	0.00
District 5	9.82	0.00	0.40	0.37	0.00
District 6	10.63 **	0.00	0.00	0.45 **	0.00
District 7	10.63 **	0.00	0.00	0.45 **	0.00
District 8	11.47	0.00	0.00	0.54	0.00
District 9	8.43	0.78	0.00	0.31	0.00
District 10	10.63 **	0.00	0.00	0.45 **	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Food Service Worker:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$7.47	$1.16	$0.47	$0.42	$0.00
District 2	6.40	1.00 **	0.36 **	0.27	0.00
District 3	6.66	0.57	0.36 **	0.33	0.00
District 4	6.48	1.00 **	0.36 **	0.37	0.00
District 5	6.82	1.09	0.48	0.39	0.00
District 6	6.32	0.99	0.44	0.36	0.00
District 7	6.28	1.00 **	0.38	0.49	0.00
District 8	5.61	0.91	0.23	0.36	0.00
District 9	6.47	1.22	0.34	0.36	0.00
District 10	6.16	0.83	0.14	0.25	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Forest Worker:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$15.03 **	$0.00	$0.00	$0.00	$0.00
District 2	15.03 **	0.00	0.00	0.00	0.00
District 3	15.03 **	0.00	0.00	0.00	0.00
District 4	15.03 **	0.00	0.00	0.00	0.00
District 5	15.03 **	0.00	0.00	0.00	0.00
District 6	15.03 **	0.00	0.00	0.00	0.00
District 7	15.03 **	0.00	0.00	0.00	0.00
District 8	15.03 **	0.00	0.00	0.00	0.00
District 9	15.03 **	0.00	0.00	0.00	0.00
District 10	15.03 **	0.00	0.00	0.00	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Garbage Collector:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$12.56	$1.52	$0.94	$0.71	$0.00
District 2	14.56	1.28 **	2.72	0.64 **	0.00
District 3	10.18	1.07	1.36 **	0.35	0.00
District 4	10.47	1.11	0.72	0.69	0.00
District 5	12.61	1.47	0.87	0.74	0.00
District 6	9.90	1.05	1.36 **	0.49	0.00
District 7	12.11 **	1.28 **	1.36 **	0.64 **	0.00
District 8	12.35	1.48	0.82	0.73	0.00
District 9	8.80	0.98	0.61	0.59	0.00
District 10	8.51	0.85	0.66	0.59	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Groundskeeper:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$10.84	$2.16	$0.81	$0.65	$0.00
District 2	7.18	0.00	0.00	0.50 **	0.00
District 3	7.31	0.00	0.00	0.50 **	0.00
District 4	7.63	0.00	0.00	0.46	0.00
District 5	9.10	1.28	0.00	0.43	0.00
District 6	7.92	0.00	0.00	0.50 **	0.00
District 7	8.35 **	0.00	0.00	0.50 **	0.00
District 8	9.71	0.00	0.00	0.62	0.00
District 9	7.28	0.87	0.29	0.36	0.00
District 10	7.55	1.05	0.48	0.50	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Janitor-Building Maintenance:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$9.12	$1.27	$0.57	$0.52	$0.00
District 2	9.82	1.51	0.67	0.59	0.00
District 3	9.35	1.21	0.64	0.56	0.00
District 4	10.41	1.51	0.72	0.66	0.00
District 5	9.31	1.46	0.64	0.57	0.00
District 6	9.78	0.38	0.65 **	0.49	0.16
District 7	8.09	1.17	0.65 **	0.70	0.00
District 8	9.94	1.68	0.76	0.55	0.00
District 9	10.49	1.65	0.67	0.96	0.00
District 10	8.49	1.97	0.56	0.52	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Janitorial Services Supervisor:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$11.25	$1.25	$0.69	$0.60	$0.00
District 2	11.91	1.35	0.76	0.83	0.00
District 3	13.07	1.34	0.69	0.72	0.00
District 4	10.89	1.37 **	0.69 **	0.52	0.00
District 5	10.73	1.26	0.73	0.54	0.00
District 6	10.92	1.56	0.71	0.66	0.00
District 7	9.00	1.37 **	0.69 **	0.33	0.00
District 8	11.67	1.45	0.60	0.62	0.00
District 9	9.99	1.33	0.52	0.68	0.00
District 10	10.02	2.07	0.56	0.83	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Material Handler:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$8.31	$1.02	$0.55	$0.31	$0.00
District 2	7.12	0.61	0.00	0.23	0.00
District 3	9.94	1.60	0.80	0.35	0.00
District 4	9.68	0.44	0.00	0.52	0.00
District 5	7.75	0.89 **	0.00	0.31	0.00
District 6	10.90	1.02	0.00	0.41	0.00
District 7	8.83 **	0.89 **	0.00	0.37 **	0.00
District 8	8.82	0.94	0.00	0.35	0.00
District 9	8.83 **	0.89 **	0.00	0.37 **	0.00
District 10	12.42	1.53	0.00	0.56	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Mechanic, Automotive:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$11.42	$0.00	$0.00	$0.47 **	$0.00
District 2	12.31	0.00	0.00	0.40	0.00
District 3	9.43	0.00	0.00	0.30	0.00
District 4	11.74	1.20	0.00	0.62	0.00
District 5	9.71	0.00	0.00	0.47 **	0.00
District 6	11.67	0.00	0.00	0.31	0.00
District 7	8.75	0.00	0.00	0.47 **	0.00
District 8	11.63	0.00	0.00	0.57	0.00
District 9	9.40	0.97	0.00	0.50	0.00
District 10	8.07	0.00	0.00	0.47 **	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Mechanic, Construction Equipment:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$13.92	$1.66	$1.23	$0.88	$0.00
District 2	13.21 **	1.37 **	1.19 **	0.66 **	0.00
District 3	13.21 **	1.37 **	1.19 **	0.66 **	0.00
District 4	12.52	1.53	1.31	0.71	0.00
District 5	13.21 **	1.37 **	1.19 **	0.66 **	0.00
District 6	12.77	1.16	1.00	0.62	0.00
District 7	13.21 **	1.37 **	1.19 **	0.66 **	0.00
District 8	13.22	1.24	1.19 **	0.61	0.00
District 9	13.21 **	1.37 **	1.19 **	0.66 **	0.00
District 10	12.29	1.45	1.00	0.50	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Office Machine Servicer:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$10.68	$0.80	$0.00	$0.38	$0.00
District 2	9.32	0.78 **	0.00	0.34	0.00
District 3	9.17	0.63	0.00	0.23	0.00
District 4	9.54	0.78 **	0.00	0.37	0.00
District 5	8.49	0.78 **	0.00	0.33	0.00
District 6	10.52 **	0.78 **	0.00	0.33 **	0.00
District 7	10.52 **	0.78 **	0.00	0.33 **	0.00
District 8	11.94	0.64	0.00	0.38	0.00
District 9	7.50	0.32	0.00	0.14	0.00
District 10	10.52 **	0.78 **	0.00	0.33 **	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

Security Guard:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$9.11	$0.00	$0.00	$0.00	$0.00
District 2	9.43	0.00	0.00	0.36	0.00
District 3	6.01	0.00	0.00	0.11	0.00
District 4	7.84	0.00	0.00	0.00	0.00
District 5	8.10	0.72	0.24	0.00	0.00
District 6	6.53	1.20	0.00	0.00	0.00
District 7	6.83 **	0.00	0.00	0.00	0.00
District 8	6.17	0.00	0.00	0.00	0.00
District 9	6.83 **	0.00	0.00	0.00	0.00
District 10	6.83 **	0.00	0.00	0.00	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

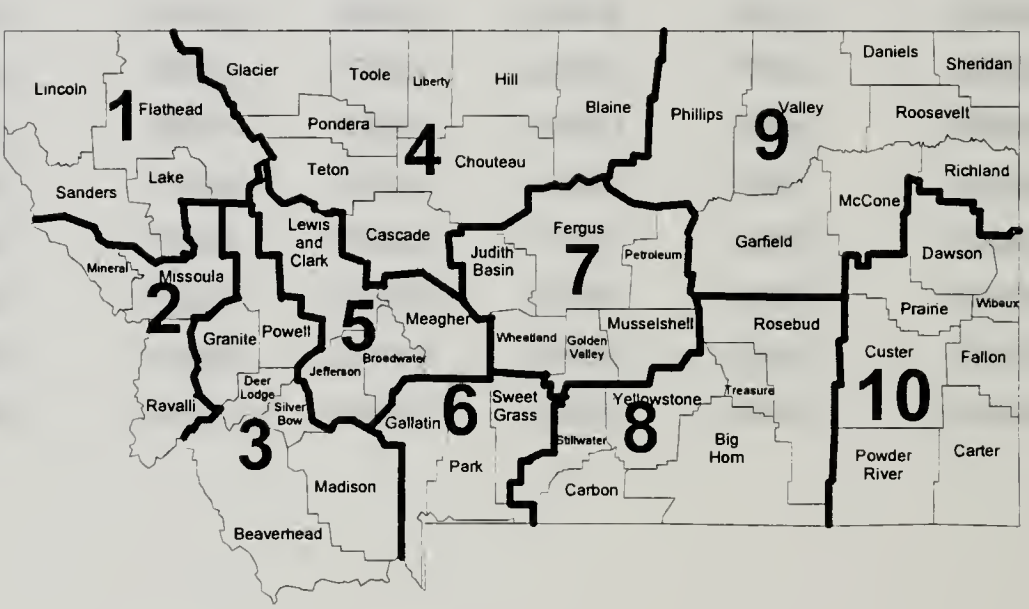
Snow-plow Operator, Truck:

	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
District 1	$12.08	$1.26	$0.78	$0.71	$0.00
District 2	11.95	1.17	0.76	0.69	0.00
District 3	11.87	1.19	0.76	0.67	0.00
District 4	11.77	1.26	0.77	0.69	0.00
District 5	12.07	1.39	0.82	0.68	0.00
District 6	12.23	1.10	0.79	0.77	0.00
District 7	11.96	1.17	0.76	0.69	0.00
District 8	11.93	1.29	0.77	0.67	0.00
District 9	11.53	1.17	0.73	0.69	0.00
District 10	11.94	1.17	0.76	0.69	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to caiculate a district rate.

MONTANA
PREVAILING WAGE RATES
BY DISTRICT



District 1

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Appliance service representative	$10.68	$0.00	$0.00	$0.00	$0.00
Cleaner/janitor	8.34	1.51	0.56	0.49	0.00
Cook	8.14	1.38	0.51	0.52	0.00
Electronics mechanic, computer	10.63**	0.00	0.00	0.45**	0.00
Food service worker	7.47	1.16	0.47	0.42	0.00
Forest worker	15.03**	0.00	0.00	0.00	0.00
Garbage collector	12.56	1.52	0.94	0.71	0.00
Groundskeeper	10.84	2.16	0.81	0.65	0.00
Janitor-building maintenance	9.12	1.27	0.57	0.52	0.00
Janitorial services supervisor	11.25	1.25	0.69	0.60	0.00
Material handler	8.31	1.02	0.55	0.31	0.00
Mechanic, automotive	11.42	0.00	0.00	0.47**	0.00
Mechanic, construction equipment	13.92	1.66	1.23	0.88	0.00
Office machine servicer	10.68	0.80	0.00	0.38	0.00
Security guard	9.11	0.00	0.00	0.00	0.00
Snow-plow operator, truck	12.08	1.26	0.78	0.71	0.00

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** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

District 2

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Appliance service representative	$10.28**	$0.00	$0.00	$0.00	$0.00
Cleaner/janitor	7.21	1.35	0.44	0.38	0.00
Cook	7.82	1.49	0.44	0.47	0.00
Electronics mechanic, computer	11.15	0.00	0.00	0.41	0.00
Food service worker	6.40	1.00**	0.36**	0.27	0.00
Forest worker	15.03**	0.00	0.00	0.00	0.00
Garbage collector	14.56	1.28**	2.72	0.64**	0.00
Groundskeeper	7.18	0.00	0.00	0.50**	0.00
Janitor-building maintenance	9.82	1.51	0.67	0.59	0.00
Janitorial services supervisor	11.91	1.35	0.76	0.83	0.00
Material handler	7.12	0.61	0.00	0.23	0.00
Mechanic, automotive	12.31	0.00	0.00	0.40	0.00
Mechanic, construction equipment	13.21**	1.37**	1.19**	0.66**	0.00
Office machine servicer	9.32	0.78**	0.00	0.34	0.00
Security guard	9.43	0.00	0.00	0.36	0.00
Snow-plow operator, truck	11.95	1.17	0.76	0.69	0.00

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** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

District 3

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Appliance service representative	$10.28**	$0.00	$0.00	$0.00	$0.00
Cleaner/janitor	7.26	1.21**	0.52**	0.35	0.00
Cook	7.38	0.73	0.42	0.39	0.00
Electronics mechanic, computer	10.63**	0.00	0.00	0.45**	0.00
Food service worker	6.66	0.57	0.36**	0.33	0.00
Forest worker	15.03**	0.00	0.00	0.00	0.00
Garbage collector	10.18	1.07	1.36**	0.35	0.00
Groundskeeper	7.31	0.00	0.00	0.50**	0.00
Janitor-building maintenance	9.35	1.21	0.64	0.56	0.00
Janitorial services supervisor	13.07	1.34	0.69	0.72	0.00
Material handler	9.94	1.60	0.80	0.35	0.00
Mechanic, automotive	9.43	0.00	0.00	0.30	0.00
Mechanic, construction equipment	13.21**	1.37**	1.19**	0.66**	0.00
Office machine servicer	9.17	0.63	0.00	0.23	0.00
Security guard	6.01	0.00	0.00	0.11	0.00
Snow-plow operator, truck	11.87	1.19	0.76	0.67	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

District 4

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Appliance service representative	$10.83	$0.72	$0.00	$0.38	$0.00
Cleaner/janitor	8.34	0.83	0.63	0.52	0.00
Cook	8.15	1.23	0.49**	0.51	0.00
Electronics mechanic, computer	10.76	0.00	0.00	0.63	0.00
Food service worker	6.48	1.00**	0.36**	0.37	0.00
Forest worker	15.03**	0.00	0.00	0.00	0.00
Garbage collector	10.47	1.11	0.72	0.69	0.00
Groundskeeper	7.63	0.00	0.00	0.46	0.00
Janitor-building maintenance	10.41	1.51	0.72	0.66	0.00
Janitorial services supervisor	10.89	1.37**	0.69**	0.52	0.00
Material handler	9.68	0.44	0.00	0.52	0.00
Mechanic, automotive	11.74	1.20	0.00	0.62	0.00
Mechanic, construction equipment	12.52	1.53	1.31	0.71	0.00
Office machine servicer	9.54	0.78**	0.00	0.37	0.00
Security guard	7.84	0.00	0.00	0.00	0.00
Snow-plow operator, truck	11.77	1.26	0.77	0.69	0.00

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** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

District 5

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Appliance service representative	$10.28**	$0.00	$0.00	$0.00	$0.00
Cleaner/janitor	6.87	0.77	0.52**	0.43**	0.00
Cook	7.96	0.86	0.64	0.42	0.00
Electronics mechanic, computer	9.82	0.00	0.40	0.37	0.00
Food service worker	6.82	1.09	0.48	0.39	0.00
Forest worker	15.03**	0.00	0.00	0.00	0.00
Garbage collector	12.61	1.47	0.87	0.74	0.00
Groundskeeper	9.10	1.28	0.00	0.43	0.00
Janitor-building maintenance	9.31	1.46	0.64	0.57	0.00
Janitorial services supervisor	10.73	1.26	0.73	0.54	0.00
Material handler	7.75	0.89**	0.00	0.31	0.00
Mechanic, automotive	9.71	0.00	0.00	0.47**	0.00
Mechanic, construction equipment	13.21**	1.37**	1.19**	0.66**	0.00
Office machine servicer	8.49	0.78**	0.00	0.33	0.00
Security guard	8.10	0.72	0.24	0.00	0.00
Snow-plow operator, truck	12.07	1.39	0.82	0.68	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

District 6

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Appliance service representative	$10.97	$0.00	$0.00	$0.00	$0.00
Cleaner/janitor	8.30	1.43	0.58	0.46	0.00
Cook	8.19	1.47	0.58	0.51	0.00
Electronics mechanic, computer	10.63**	0.00	0.00	0.45**	0.00
Food service worker	6.32	0.99	0.44	0.36	0.00
Forest worker	15.03**	0.00	0.00	0.00	0.00
Garbage collector	9.90	1.05	1.36**	0.49	0.00
Groundskeeper	7.92	0.00	0.00	0.50**	0.00
Janitor-building maintenance	9.78	0.38	0.65**	0.49	0.16
Janitorial services supervisor	10.92	1.56	0.71	0.66	0.00
Material handler	10.90	1.02	0.00	0.41	0.00
Mechanic, automotive	11.67	0.00	0.00	0.31	0.00
Mechanic, construction equipment	12.77	1.16	1.00	0.62	0.00
Office machine servicer	10.52**	0.78**	0.00	0.33**	0.00
Security guard	6.53	1.20	0.00	0.00	0.00
Snow-plow operator, truck	12.23	1.10	0.79	0.77	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

District 7

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Appliance service representative	$10.28**	$0.00	$0.00	$0.00	$0.00
Cleaner/janitor	6.09	0.72	0.52**	0.25	0.00
Cook	8.74	1.17	0.41	0.57	0.00
Electronics mechanic, computer	10.63**	0.00	0.00	0.45**	0.00
Food service worker	6.28	1.00**	0.38	0.49	0.00
Forest worker	15.03**	0.00	0.00	0.00	0.00
Garbage collector	12.11**	1.28**	1.36**	0.64**	0.00
Groundskeeper	8.35**	0.00	0.00	0.50**	0.00
Janitor-building maintenance	8.09	1.17	0.65**	0.70	0.00
Janitorial services supervisor	9.00	1.37**	0.69**	0.33	0.00
Material handler	8.83**	0.89**	0.00	0.37**	0.00
Mechanic, automotive	8.75	0.00	0.00	0.47**	0.00
Mechanic, construction equipment	13.21**	1.37**	1.19**	0.66**	0.00
Office machine servicer	10.52**	0.78**	0.00	0.33**	0.00
Security guard	6.83**	0.00	0.00	0.00	0.00
Snow-plow operator, truck	11.96	1.17	0.76	0.69	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

District 8

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Appliance service representative	$9.50	$0.00	$0.00	$0.41	$0.00
Cleaner/janitor	6.60	1.35	0.45	0.39	0.00
Cook	7.78	1.50	0.42	0.53	0.00
Electronics mechanic, computer	11.47	0.00	0.00	0.54	0.00
Food service worker	5.61	0.91	0.23	0.36	0.00
Forest worker	15.03**	0.00	0.00	0.00	0.00
Garbage collector	12.35	1.48	0.82	0.73	0.00
Groundskeeper	9.71	0.00	0.00	0.62	0.00
Janitor-building maintenance	9.94	1.68	0.76	0.55	0.00
Janitorial services supervisor	11.67	1.45	0.60	0.62	0.00
Material handler	8.82	0.94	0.00	0.35	0.00
Mechanic, automotive	11.63	0.00	0.00	0.57	0.00
Mechanic, construction equipment	13.22	1.24	1.19**	0.61	0.00
Office machine servicer	11.94	0.64	0.00	0.38	0.00
Security guard	6.17	0.00	0.00	0.00	0.00
Snow-plow operator, truck	11.93	1.29	0.77	0.67	0.00

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** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

District 9

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Appliance service representative	$10.28**	$0.00	$0.00	$0.00	$0.00
Cleaner/janitor	7.34	1.21**	0.52**	0.44	0.00
Cook	7.71	1.28	0.49**	0.47	0.00
Electronics mechanic, computer	8.43	0.78	0.00	0.31	0.00
Food service worker	6.47	1.22	0.34	0.36	0.00
Forest worker	15.03**	0.00	0.00	0.00	0.00
Garbage collector	8.80	0.98	0.61	0.59	0.00
Groundskeeper	7.28	0.87	0.29	0.36	0.00
Janitor-building maintenance	10.49	1.65	0.67	0.96	0.00
Janitorial services supervisor	9.99	1.33	0.52	0.68	0.00
Material handler	8.83**	0.89**	0.00	0.37**	0.00
Mechanic, automotive	9.40	0.97	0.00	0.50	0.00
Mechanic, construction equipment	13.21**	1.37**	1.19**	0.66**	0.00
Office machine servicer	7.50	0.32	0.00	0.14	0.00
Security guard	6.83**	0.00	0.00	0.00	0.00
Snow-plow operator, truck	11.53	1.17	0.73	0.69	0.00

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** Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

District 10

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Appliance service representative	$10.28**	$0.00	$0.00	$0.00	$0.00
Cleaner/janitor	5.70	1.18	0.52**	0.30	0.00
Cook	7.59	1.61	0.39	0.44	0.00
Electronics mechanic, computer	10.63**	0.00	0.00	0.45**	0.00
Food service worker	6.16	0.83	0.14	0.25	0.00
Forest worker	15.03**	0.00	0.00	0.00	0.00
Garbage collector	8.51	0.85	0.66	0.59	0.00
Groundskeeper	7.55	1.05	0.48	0.50	0.00
Janitor-building maintenance	8.49	1.97	0.56	0.52	0.00
Janitorial services supervisor	10.02	2.07	0.56	0.83	0.00
Material handler	12.42	1.53	0.00	0.56	0.00
Mechanic, automotive	8.07	0.00	0.00	0.47**	0.00
Mechanic, construction equipment	12.29	1.45	1.00	0.50	0.00
Office machine servicer	10.52**	0.78**	0.00	0.33**	0.00
Security guard	6.83**	0.00	0.00	0.00	0.00
Snow-plow operator, truck	11.94	1.17	0.76	0.69	0.00

* Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

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